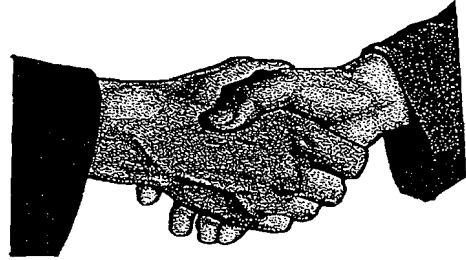


UNION CODE OF CONDUCT



I will not criticize any union colleague except to the individual directly.

If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop.

I will not participate in any conversations with management that criticize, or negatively speculate about, any union colleague.

I will settle my differences with colleagues within my union.

I will engage in debate, offer others every opportunity for debate and respect minority viewpoints, but I will observe and support the majority mandate of my union.